



LABOR AGREEMENT

JANUARY 1, 2015 - DECEMBER 31, 2018

COUNTY OF ATLANTIC

and

INTERNATIONAL ASSOCIATION OF MACHINISTS &
AEROSPACE WORKERS AFL-CIO

COUNTY AFFILIATION 03

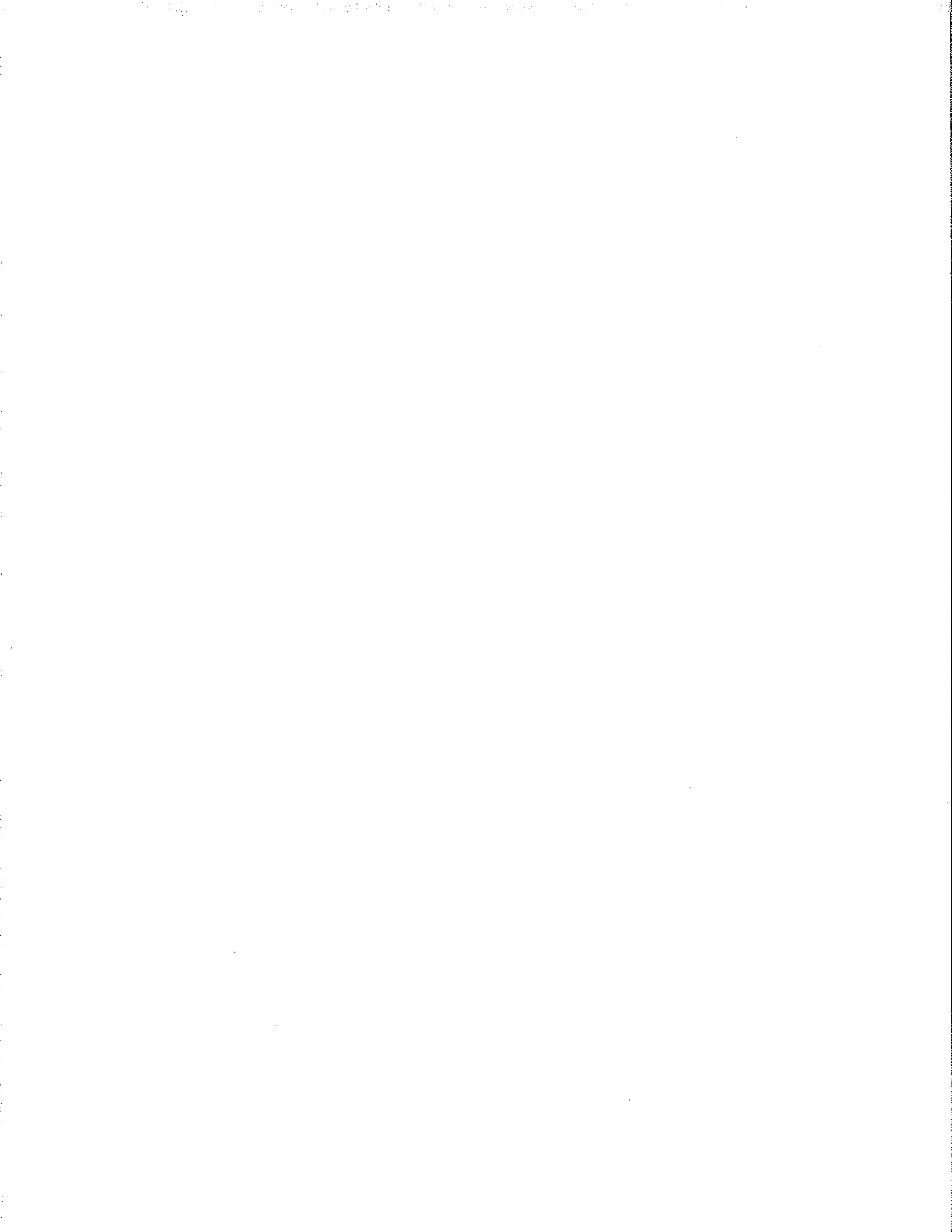


TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
1	GENERAL PROVISIONS.....	1
1.01	PURPOSE OF AGREEMENT.....	1
1.02	RECOGNITION AND DEFINITION OF TERMS.....	2
1.03	DUES AND REPRESENTATION FEES	4
1.04	NON-DISCRIMINATION	5
1.05	NEGOTIATIONS PROCEDURE.....	6
1.06	UNION RIGHTS	7
1.07	MANAGEMENT RIGHTS.....	8
2	FINANCIAL CONSIDERATIONS.....	9
2.01	COMPENSATION	9
2.02	LONGEVITY	10
2.03	SHIFT DIFFERENTIALS.....	11
2.04	ADDITIONAL SHIFT STIPEND.....	12
2.05	CALL-IN PAY.....	13
2.06	HOLIDAY PAY AND WEEKEND PAY.....	14
2.07	EDUCATION BENEFITS.....	15
2.08	HEALTH AND WELFARE.....	16
2.09	VACATIONS AND ADMINISTRATIVE TIME	19
2.10	SICK LEAVE.....	21
2.11	LEAVES OF ABSENCE.....	23
2.12	ALL OTHER CURRENT PRACTICES IMPLICATING ECONOMIC ISSUES ..	26
3	PRACTICES AND PROCEDURES.....	27
3.01	GRIEVANCE PROCEDURE.....	27
3.02	DISCIPLINE.....	29

3.03	ASSIGNMENTS.....	30
3.04	SENIORITY.....	31
3.05	POSITION CLASSIFICATION.....	32
3.06	LAYOFFS.....	33
3.07	NO STRIKE OR LOCKOUT	34
3.08	PERSONNEL PRACTICES.....	35
3.09	EMPLOYEE ASSISTANCE.....	36
3.10	LABOR-MANAGEMENT MEETINGS.....	37
3.11	SEVERABILITY.....	38
3.12	DURATION AND TERMINATION	39
3.13	FINAL TERMS OF INITIAL CONTRACT BETWEEN THE PARTIES....	40
	APPENDIX A.....	41

ARTICLE 1 – GENERAL PROVISIONS

1.01 PURPOSE OF AGREEMENT

The COUNTY and the UNION enter into this Agreement with the expectation that its implementation will enhance the ability of the County to serve its constituents.

The parties recognize that it is the responsibility of the COUNTY to provide the highest quality services to its residents. In order to fulfill these obligations, the parties endorse the concepts and subscribe to the traditional principles of professional ethics and responsibilities. It is the intent and purpose of the Agreement to promote and improve the mutual interest of the residents at the Meadowview facility in Atlantic County, as well as its employees, in the promotion of equitable employment standards.

1. 02 RECOGNITION AND DEFINITION OF TERMS

A. Recognition

1. This agreement applies strictly and only to employees working under the title of Nurse Supervisor, also known as Supervisors of Nursing. Nurse Supervisors are herein referred to as "SON (s)" and/or "employee(s)".

2. The County OF ATLANTIC recognizes IAM&AW (hereinafter known as "the Union") as the sole and exclusive collective bargaining representative of all Nurse Supervisors.

3. The parties agree that this Agreement shall apply and remain and continue in full force and effect at any location to which the Employer may move. The parties further agree that this Agreement shall apply to any new or additional facilities of the Employer and under its principal direction and control within the State of New Jersey.

4. Whenever the word "employee" is used in this Agreement, it shall be deemed to mean the employees in the bargaining unit covered by this Agreement.

5. Upon the signing of this Agreement, the Employer shall furnish the Union and the Local President with a copy of a list of their employees covered by this Agreement. This list of employees in the bargaining unit is to contain the following information: employee's name, date of hire, and rate of pay. The employer shall supplement this list at quarterly intervals.

6. Upon the signing of this Agreement, the Union shall furnish the Employer with a list of names of the designated shop stewards covered by this Agreement.

7. At the time of hiring a new bargaining unit employee, as defined in this Agreement, the Employer shall advise the employee that the Employer recognizes and is in contractual relation with the Union.

B. Definition of Terms.

1. Unless otherwise indicated, the following when used herein shall mean:

- (a) "Employees" refers to Nurse Supervisor employees in the certified negotiating unit as recognized.
- (b) "Local Union" refers to the constituent Local of the Union.
- (c) "Management" refers to employees with supervisory responsibility over the Nurse Supervisor. This definition specifically excludes the Nurse Supervisors. This definition is inclusive of but not limited to Department and Division Heads, not covered by the terms of this Agreement.

- (d) "Authorized representative" refers to Union and County employees who are authorized, by way of position and/or delegation, to ensure correct and proper implementation of terms agreed to herein.
- (e) "Shift" shall mean any normal, standard tour of duty as described herein:

"Shift 1" means the 6:45 am to 3:15 pm shift.

"Shift 2" means the 2:45 pm to 11:15 pm shift.

"Shift 3" means the 10:45 pm to 7:15 am shift.

1.03 DUES AND REPRESENTATION FEES

A. The County agrees to deduct the Union monthly membership dues from the first full paycheck of those employees who individually request, in writing, that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Union, and the aggregate deductions of all employees shall be remitted to the Union, together with a list of the names of all employees in the bargaining unit, their hours worked, or if none so indicated, (during the pay periods covered), their base hourly rates and the deduction amounts from those employees for whom the deductions were made following each pay period.

B. The County agrees to implement agency shop with a representation fee for non-members equivalent to 85% of the regular membership dues, fees and assessments. The Union, in exchange for the implementation of said agency shop, hereby agrees to hold the County harmless against any and all claims or suits, or any other liability occurring as a result of the implementation of this agency provision.

C. If an employee's authorized dues are for some reason not being properly deducted, the Union will contact Human Resources, giving the employee's name, Social Security number, job title and Local affiliation. The Personnel Director will take subsequent action to correct the situation.

D. In the event an employee wishes to withdraw from the union, the Employer will honor such withdrawal only during such period(s) as prescribed by law. A letter shall be forwarded to the Employer annually, identifying appropriate withdrawal dates, as per statute.”

1.04 NON-DISCRIMINATION

The County and the Union agree that the provisions of this Agreement shall apply equally to all employees and that there shall be no intimidation, interference or discrimination because of age, sex, sexual orientation, marital status, race, color, creed, disability, national origin, political affiliation/activity, or physical handicap as provided by Rehabilitation Act, Section 504, private conduct, or Union activity which is protected under law.

1.05 NEGOTIATIONS PROCEDURE

A. The Union shall have no more than 2 local representatives acting on behalf of the Bargaining Unit at negotiations and meetings between the Parties. The County and the Union agree to enter into negotiations over a successor Agreement in accordance with the rules and regulations of the Public Employment Relations Commission. At that time, the Union and the Employer shall exchange proposals for modifications to be included in the successor Agreement. Each party shall be free to propose and negotiate with regard to all appropriate subjects which it desires to place before the other for consideration. Such Agreement shall apply to all members of the negotiating unit and shall be reduced to writing, after ratification by the County and the Union, and be signed by all parties.

B. Neither party in any negotiations shall have control over the selection of the negotiation representatives of the other. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals in the course of negotiations, consistent with their status as representatives of their principals.

C. During its term, this Agreement shall not be modified in whole or in part by the parties, except by mutual agreement to reopen for negotiations, and by a written amendment duly executed by both parties.

1.06 UNION RIGHTS

A. Agents of the Union who are not employees of the Employer, shall be permitted to visit job sites and work locations for the purpose of discussing Union matters, so long as such visitations do not interfere with the general operations of the Employer. The Union shall furnish the names of all such agents to the Employer upon the specific written request of the Employer.

B. The Union shall have the right to post Union notices on available bulletin boards used for general purposes and/or those normally used to post notices to employees. The County will provide a locked bulletin board in the Meadowview employee dining room.

1.07 MANAGEMENT RIGHTS

A. Except as modified by this Agreement, the County hereby retains and reserves unto itself, without limitation, all powers, rights, authorities, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following specific rights:

1. To the executive management and administrative control of all County functions, properties and facilities, and the activities of County employees;
2. To take personnel action subject to the provisions of the New Jersey Civil Service Commission;
3. To maintain the efficiency of County operations; including but not limited to scheduling employees to shift in continuous shift operations (24 hours);
4. To take all necessary actions to carry out its mission in emergencies; (emergency to be construed as a sudden, generally unexpected occurrence demanding immediate action);
5. To exercise complete control and discretion over its organization and the technology of performing its work;
6. To schedule employee work hours, pursuant to the terms of this Agreement.
7. To take disciplinary action for just cause.

B. The exercise of the foregoing rights, powers, authorities, duties and responsibilities of the County, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection with the implementation thereof, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the Constitution and laws of the State of New Jersey and of the United States.

C. It is understood and agreed that the County, at its sound discretion, possesses the right, in accordance with applicable laws, to manage all operations, including the direction of the working force and the right to plan, direct, and control the operation of all equipment and other property of the Employer, except as modified by this Agreement.

ARTICLE 2 – FINANCIAL CONSIDERATIONS

2.01 COMPENSATION

A. Full-time employees will receive wage increases based on the following schedule:

Effective 1/1/2015 2% increase to their previous year's salary.

Effective 1/1/2016 2% increase to their previous year's salary.

Effective 1/1/2017 2% increase to their previous year's salary.

Effective 1/1/2018 2% increase to their previous year's salary.

The wage increase for 2015 will be retroactive to January 1, 2015.

B. **STARTING SALARIES.** The starting salary for new hires shall be \$64,000. Employees currently earning less than \$64,000 shall be brought up to \$64,000 plus the 2% wage increase retroactive to January 1, 2015.

2.02 LONGEVITY

Longevity payments are based upon years of service with the County. Therefore, the employee's hire date determines longevity benefit eligibility. Such payments are paid yearly following the employee's actual anniversary date. Longevity will be paid each year in a lump sum check to be issued the pay period following the actual anniversary date.

Years of Service	Longevity Payment
5-10	\$ 600
11-15	\$ 800
16-19	\$1,000
20+	\$1,200

2.03 SHIFT DIFFERENTIALS

1. Effective with the ratification of this Agreement, the SON working as the evening Shift 3 (10:45 p.m. – 7:15 a.m.) supervisor will receive the agreed upon 2% per year increase, which shall be applied to SON's pensionable salary as outlined in the Wages section of this agreement. In addition, the SON of Shift 3 will receive a shift differential consisting of a one-time addition of \$8,000.00 to the SON's salary base, to be included in his/her pensionable salary. This differential will remain in the SON's salary base as long as he/she works the evening shift. It is understood that should the current SON leave the Shift 3 assignment, for whatever reason, he/she shall lose the differential and it shall be deducted from the SON's pensionable salary. The supervisor then filling the Shift 3 assignment shall be paid the differential which shall be included in the pensionable salary of that supervisor.

2. Temporary Fill-Ins for the Supervisor Regularly Working Shift 3. Effective with the ratification of this Agreement, Supervisors temporarily filling shifts during the absence of the regularly assigned supervisor due to scheduled days off, vacations, sick leave, administrative time or any other reason, shall receive a non-pensionable stipend in the amount of \$30 per shift in addition to whatever compensation is contractually required. To the extent the temporary supervisor is working Shift 3 and it is an extra shift (beyond the 5 shifts the employee works per week) the terms addressing extra shift pay shall also apply.

3. Effective with the ratification of this Agreement, the SON working as the Shift 2 (2:45 p.m. – 11:15 p.m.) supervisor will receive the agreed upon 2% per year increase, which shall be applied to SON's pensionable salary as outlined in the Wages section of this agreement. In addition, the SON of Shift 2 will receive a shift differential consisting of a one-time addition of \$6,000.00 to the SON's salary base, to be included in his/her pensionable salary. This differential will remain in the SON's salary base as long as he/she works Shift 2. It is understood that should the current SON leave the Shift 2 assignment, for whatever reason, he/she shall lose the differential and it shall be deducted from the SON's pensionable salary. The supervisor then filling the Shift 2 assignment shall be paid the differential which shall be included in the pensionable salary of that supervisor.

2.04 ADDITIONAL SHIFT STIPEND

Effective with the ratification of this Agreement, work beyond an employee's 5 scheduled shifts per week shall be paid at the rate of \$270 per shift and that every hour or part of an hour shall be paid in hourly increments (i.e. \$33.75 per hour or 1/8 of the aforementioned rate). The rate will increase to \$285 (\$35.62 hourly) on 1/1/16 and to \$300 (\$37.50 hourly) on 1/1/17. The work for an extra shift or part of an extra shift is payable as a stipend and not included in pensionable salary. Work beyond an employee's shift must be pre-authorized by an ADON, DON or Nursing Home Administrator.

2.05 CALL-IN PAY

1. Effective with the ratification of this Agreement, an employee who has been called in to work shall receive the additional shift stipend. The Call-in ends when the employee's regular work shift begins, or when the specific assignment terminates.

2. Call in pay on the weekend will include the call in pay and the weekend stipend which may be prorated for additional hours worked.

3. Call in pay shall be paid from the time of the call so long as the employee reports within one hour of receiving the call.

2.06 HOLIDAY PAY AND WEEKEND PAY

1. Effective with the ratification of this Agreement, employees working on a major or minor holiday shall be paid double the employee's regular rate of pay plus a stipend of \$200 per shift, but shall not receive comp time for that shift.

2. Effective with the ratification of this Agreement, employees working weekends shall receive a \$150.00 stipend for each 8-hour shift worked that weekend. Should the employee work an additional shift or partial shift after his/her 8-hour shift on a weekend, this stipend will be prorated for additional hours worked.

The following days will be recognized as holidays:

- | | | |
|-----|-------------------------------|-------|
| 1. | New Year's Day | MAJOR |
| 2. | Martin Luther King's Birthday | |
| 3. | Washington's Birthday | |
| 4. | Lincoln's Birthday | |
| 5. | Good Friday | |
| 6. | Memorial Day | MAJOR |
| 7. | Fourth of July | MAJOR |
| 8. | Labor Day | MAJOR |
| 9. | Columbus Day | |
| 10. | Veteran's Day | |
| 11. | Thanksgiving Day | MAJOR |
| 12. | Christmas Day | MAJOR |
| 13. | General Election Day | |

The Employer will recognize any additional days declared by the Governor and County Executive.

3. If a holiday is observed while a full-time employee is on paid annual leave he/she will receive holiday pay for that day, and it will not be charged against annual leave credits.

4. Extended hours worked or call ins on the holiday will be paid at double time, plus a stipend of \$200 per shift.

5. SONs will work the Major and Minor Holidays on a rotating basis or determine changes individually as agreed upon.

2.07 EDUCATION BENEFITS

A reimbursement program for course work directly job-related or job-essential is provided. Course work must be taken from an approved educational facility. A grade of "B" or better must be obtained for reimbursement. Reimbursement rates are as follows:

Undergraduate work	\$800 per year maximum
Graduate work	\$1,150 per year maximum

If courses are approved during work hours, the County will provide time off with pay up to a maximum of 6 hours per week, 72 hours per semester. For more information contact the Human Resources Office.

2.08 HEALTH AND WELFARE

A. Medical Insurance

1. Employees and their eligible dependents shall be entitled to comprehensive medical and hospital coverage in accordance with the provisions of New Jersey State Health Benefits Program.

2. Prescription drug coverage shall be offered to all employees and their dependents in accordance with the free standing prescription plan offered by the New Jersey State Health Plan.

Employees shall comply with Chapter 78 P.L. 2011 which includes the cost share of medical and prescription plan costs. The schedule in Chapter 78 P.L. 2011 requiring employee health benefits contributions at Year 4 is provided herein as Appendix A. Employees shall not make plan contributions in addition to the statutorily mandated contributions noted above.

3. The employees and their dependents shall also be afforded optical and dental coverage through the County's own provider contracts.

4. Opt-Out: The County hereby offers an insurance health benefits opt-out which will be provided in accordance with the law(s), rules and regulations of the State of New Jersey and the provisions set forth in a document entitled Atlantic County Health Benefits Program Coverage Waiver/Reinstatement, available on Infoplease and from Human Resources.

5. EMPLOYEE, as used herein, means a bargaining unit member who works 25 hours or more per week. Eligible dependents, for comprehensive medical, hospital, and prescription drug coverage under the New Jersey State Health Benefits Program are the employee's spouse and/or children under age 26. Eligible dependents for optical and dental coverage shall remain pursuant to the County's provider contracts.

6. Employees hired on or after May 21, 2010 must work 25 hours per week or more to be eligible for health benefits.

7. Health Benefits at Retirement - An employee who retires will be eligible for County paid health benefits for himself/herself and eligible dependents for three (3) years after retirement, commencing with the employee's retirement date. Retirement is defined in accordance with N.J.S.A. 40A:10-23 as having 25 years or more of service credit in the State Pension Plan and a period of full time service of 25 years with Atlantic County at the time of retirement or upon reaching the age of 62 years or older and having had at least 15 years of service with Atlantic County. Health benefits coverage is defined as the coverage currently in force at the time of retirement and any changes to such coverage as may occur during the three year period of employer paid coverage. Retirees receiving County post-retirement health benefits will pay a health insurance co-pay in accordance with Chapter 78, PL 2011. Employee will be responsible for providing to the County proof of their monthly pension payment so the County can calculate a full year of pension salary. If employee does not provide the pension

information, the County will bill on employee's salary at time of retirement. If employee does not continue to pay co-share, the County will stop the free benefits.

8. Leaves of Absence - An employee's health benefits are protected when the employee is granted an unpaid leave of absence under any Family and Medical Leave Act. However, during this leave, the employee is required to continue to pay their health benefits cost share pursuant to Chapter 78, PL 2011.

9. If an employee is granted an unpaid leave of absence unrelated to the Family and Medical Leave Act, the coverage of that employee and his dependents may be terminated unless the employee reimburses the County in advance the full premium due during the leave. If no payment is made, benefits may be subject to termination. Any employee who goes to an unpaid status will be liable for payment of premium cost share pursuant to Chapter 78 if benefits were not terminated. If full premium is paid in advance cost share does not apply. Employees can re-enroll with the County group upon returning from the leave of absence. In no event can this period of reimbursed coverage exceed 6 months.

10. The County will offer employees and their families the opportunity for a temporary extension of health coverage, called continuation coverage, at group rates, in certain instances where coverage under the County plan would otherwise end. This is in accordance with federal law P.L. 99-272, Title X (COBRA).

11. Mental health coverage will be in accordance with the State Health Benefits Plan.

12. Effective upon the execution of this agreement, employees receiving medical insurance under the Direct 10 Plan will no longer pay for the difference in the premium cost between Direct 10 and Direct 15.

B. Leaves of Absence.

An employee's health benefits are protected when the employee is granted an unpaid leave of absence under any Family and Medical Leave Act. However, during this leave, the employee is required to continue to pay their health benefits cost share pursuant to Chapter 78, PL 2011.

Any employee who is on an authorized medical leave without pay or non-paid status must continue to pay their cost share towards their health benefits in accordance with Chapter 78, P.L. 2011. After three months of an approved unpaid medical leave of absence other than FMLA or FLA, employee will be responsible for paying the monthly premium costs. If payment is required but coverage is declined by the employee, coverage will terminate effective the first day of the non-pay status after the first three months. This will result in temporary suspension of benefits. Benefits are reinstated the day the employee returns to work.

C. Disability Pool

The County shall maintain the current disability program with the following changes: (1) All claims shall be submitted to an independent M.D. mutually agreed upon for evaluation and

approval; (2) Employees are eligible to use the program while maintaining up to one year's sick and vacation time.

D. COBRA

The County will offer employees and their families the opportunity for a temporary extension of health coverage, called continuation coverage, at group rates, in certain instances where coverage under the County plan would otherwise end. This is in accordance with federal law P.L. 99-272, Title X (COBRA).

E. Mental Health

Mental Health coverage shall be in accordance with the State Health Benefit Plan.

2.09 VACATIONS AND ADMINISTRATIVE TIME

A. Vacations

1. During the first year, vacation days can be utilized as earned. Vacation leave may be advanced with approval of the Department Head. Following the first year, 100% of vacation days are allocated on January 1st of each year.
2. Earned vacation days that have not been used at the end of calendar year may be carried over. In accordance with Chapter 3, P.L. 2010, employees hired on or after March 22, 2010, are limited to one year of unused vacation carryover. For all other employees, the amount of carryover is two years.
3. All full-time County employees will be entitled to the following annual vacation with pay as accrued:

<u>Years of Service</u>	<u>Vacation Days</u>
Start through 1st year	1 day per month
1st year through 5 th year	15 days
6th yr. through 10th year	18 days
11th yr. through 20th year	20 days
21 years and thereafter	25 days

4. Vacation Requests:

- 1) Vacation requests shall be leave taken between February 1st through and including January 31st of the following year.
- 2) Requests will be granted by seniority when submitted, for the year, by January 15th based upon the vacation selection process provided herein, and responses to the vacation requests shall be returned to the employee by January 25th.
- 3) Time off will be limited to 2 SONs per dayshift.
- 4) Requests submitted after January 15 will be granted on a first come first served basis, based on staffing needs, and will not be unreasonably denied.
- 5) No blackout dates EXCEPT for time periods of potential State Inspection.
- 6) Vacation Selection Process On or Prior to January 15th
 - a. The SONs will meet to coordinate their selections
 - b. The most senior employee will select scheduling all or part of vacation days
 - c. The next senior employee will make his/her selection using the same process
 - d. This process will continue until all employees have made selections
 - e. Once a vacation request has been awarded it may not be subject to seniority bumping

5. Vacation pay will be paid at the employee's regular straight time rate.
6. If a holiday occurs during the work week in which vacation is taken by an employee, the day will not be charged to vacation time.

An employee who becomes ill during his/her vacation will not be charged vacation leave, but rather sick leave, for the period of illness, provided he/she furnishes satisfactory proof of such illness to the Employer upon his/her return to work.

7. If an employee is requested to return to work during his/her scheduled vacation period, and is unable to reschedule his/her vacation during the calendar year due to the demands of his/her work, these days will be carried to the following year. The amount of carryover is two years. In accordance with Chapter 3, P.L. 2010, employees hired on or after March 22, 2010 are limited to one year of unused vacation carryover. The County shall make every reasonable attempt to afford SONs the opportunity to use their vacation time so they do not lose it pursuant to the vacation carry over terms provided herein.
8. Unused vacation days may be bought at the end of the year dependent on availability of funds in budget. Maximum allowance is 7 days. If budget funds are not available, employee may request additional carryover time with approval from the Department Head. However, said time will not be available for buyout should employee terminate with the County in the year additional carryover was approved.

B. Administrative Time

Four (4) days per year of Administrative Time will be available for personal use. Pursuant to County policy, Administrative Time shall not carry over from year to year.

2.10 SICK LEAVE

A. Permanent employees shall be entitled to earn and accrue sick leave with pay as follows: One (1) working day sick leave with pay shall accrue for each month of service from the date of appointment up to and including December 31st of that year, and fifteen (15) days sick leave with pay for each calendar year thereafter, accrued on the basis of one and one quarter (1 1/4) working days per month. If any permanent employee requires none or a portion only of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to his/her credit from year to year, and he/she shall be entitled to such accumulated sick leave with pay, if and when needed.

B. Sick leave, for purposes herein defined, means an employee's absence from duty because of personal illness or injury by reason of which such employee is unable to perform the usual duties of his/her position, exposure to contagious diseases, care (for a reasonable period of time) of a seriously ill member of the employee's immediate family; or death in the employee's immediate family (for a reasonable period of time). "Immediate family" shall consist of those persons listed in N.J.A.C. 4A:1-1.3. An employee shall not be reimbursed for accrued sick leave at the time of resignation or termination of his/her employment. Additionally, sick leave may be used by an employee with a disability for absences related to the acquisition or use of an aid for the disability when the aid is necessary to function on the job. In such cases, reasonable proof may be required by the Employer.

C. Dental, optical or medical treatment that cannot be scheduled during non-work hours (i.e., doctor does not have evening or weekend visiting hours). One week advance notice is required, except in emergency circumstances, and a doctor's note is required as verification.

D. Any employee covered under the terms of this Agreement who "retires" from County service under the Public Employees Retirement System (PERS) shall be paid fifty percent (50%) of accrued sick leave, up to a maximum of \$15,000 gross wages. The definition of "retirement" is found in the Health and Welfare section of this agreement addressing post-retirement health benefits. Employees employed by Atlantic County prior to May 21, 2010 receive payment of unused sick time, paid at the employee's annual rate at time of retirement, for 50% of the sick days available up to a maximum of \$25,000. These changes are in accordance with Chapter 3, P.L. 2010.

E. If an employee is absent for three (3) consecutive working days, more than 7 occurrences in a 12 month period or establishes a pattern of absence that gives reason to suspect abuse of sick leave, the Employer may require acceptable evidence, such as a doctor's certificate or examination by a physician retained by the Employer. If a doctor's certificate is required, a County sick leave form, stating the nature of the illness and length of absence, will be used.

F. An employee who does not expect to report to work because of personal illness or for any of the reasons included in the definition of sick leave as set forth above shall notify his/her immediate supervisor or his/her designee by telephone 2 hours prior to the start of the scheduled shift, except in cases of severe illness in which employees shall provide notice as soon as possible.

G. Employees' unused sick time and vacation time shall be reflected on each pay stub, upon processing by the Payroll Department.

2.11 LEAVES OF ABSENCE

A. Service credit shall continue to accrue during paid leaves of absence provided under this Agreement, but shall not accrue during unpaid leaves of absence, except for Military leave of absence.

B. Leaves of absence for employees may be granted as provided in New Jersey Civil Service Commission Statutes and rules and regulations except as otherwise noted herein.

C. A permanent employee holding a position in the classified service who is temporarily (mentally or physically) incapacitated and unable to perform his/her duties, shall be granted a leave of absence without pay for a period not to exceed six (6) months with Department Head and Appointing Authority approval.

D. Military Leave.

1. Any member of the negotiations unit who is a member of the National Guard as defined in N.J.S.A. 38A:1-1 shall be granted leave in accordance with the following provisions of N.J.S.A. 38A:4-4:

a. A permanent or full-time temporary officer or employee of the State or of a board, commission, authority or other instrumentality of the State or of a county, school district or municipality who is a member of the organized militia shall be entitled, in addition to pay received, if any, as a member of the organized militia, to leave of absence from his or her respective duties without loss of pay or time on all days during which he or she shall be engaged in any period of State or Federal active duty, provided, however, that the leaves of absence for Federal active duty for training shall not exceed 90 work days in the aggregate in any calendar year. Any leave of absence for such duty in excess of 90 work days shall be without pay but without loss of time.

b. Leave of absence for such military duty shall be in addition to the regular vacation or other accrued leave allowed such officers and employees by the State, county or municipal law, ordinance, resolution or regulation.

c. Notwithstanding subsection a. of this section, a full-time temporary officer or employee who has served under such temporary appointment for less than one year shall receive for the service hereinabove described leave without pay but without loss of time.

2. Any member of the negotiations unit who is a member of the Army National Guard of the United States or a member of the reserve component of any branch of the United States Armed Forces shall be granted leave in accordance with the following provisions of N.J.S.A. 38:23-1:

a. A permanent or full-time temporary officer or employee of the State or of a board, commission, authority or other instrumentality of the State, or of a county, school district or municipality, who is a member of the organized reserve of the Army of

the United States, United States Naval Reserve, United States Air Force Reserve or United States Marine Corps Reserve, or other organization affiliated therewith, including the National Guard of other states, shall be entitled, in addition to pay received, if any, as a member of a reserve component of the Armed Forces of the United States, to leave of absence from his or her respective duty without loss of pay or time on all work days on which he or she shall be engaged in any period of Federal active duty, provided, however, that such leaves of absence shall not exceed 30 work days in any calendar year. Such leave of absence shall be in addition to the regular vacation or other accrued leave allowed such officer or employee. Any leave of absence for such duty in excess of 30 work days shall be without pay but without loss of time.

b. Notwithstanding subsection a. of this section, a full-time temporary officer or employee who has served under such temporary appointment for less than one year shall receive for the service hereinabove described leave without pay but without loss of time.

E. FMLA/FLA

FMLA and FLA leave shall be provided to all employees in accordance with Federal and New Jersey State law as may be amended from time to time, applicable rules and regulations as may be amended from time to time, and County policy. In the event of a conflict between the application of County policy and the application of Federal or New Jersey State law, the application more generous to the employee shall control.

F. Absence Without Leave. N.J.A.C. 4:17.23

1. Any unauthorized absence of an employee from duty shall be an Absence without Leave, and is cause for disciplinary action.

2. Leave granted for a particular reason and used for a purpose other than that for which such leave has been granted, shall be an unauthorized absence, and may be cause for disciplinary action.

G. Should a temporary disability plan be offered elsewhere by the County, such plan shall be offered to the Union. (This provision does not apply to temporary disability offered to Welfare employees by the State).

H. Bereavement Leave. Time off with pay at the regular compensation rate plus shift differential, if applicable, for three (3) working days per occurrence will be given in the event of a death of a member of the employee's immediate family. Immediate family is defined in N.J.A.C. 4A:1-1.3.

I. Leave for Union Representatives to Conduct Union Business.

1. Whenever any representatives of the Union or any employee is scheduled by the parties during working hours to participate in negotiations, or grievance proceedings, such

employees shall suffer no loss in pay or benefits. Whenever a third shift negotiator is scheduled to work the shift prior to a scheduled negotiation session, he/she shall have the ability to use their accumulated leave time and be released from work with pay, subject to the staffing needs of the Department.

2. Provided SON staffing needs can be met, the County will give release time with pay to two (2) delegates/or representatives, designated by the Union, to attend Union conferences and/or the IAM&AW convention, not to exceed twenty (20) days per year in aggregate.

3. Any one (1) member of bargaining unit chosen as a delegate to the International's Convention shall be granted five (5) additional paid days to attend the International's Convention, once every four (4) years.

A Local Union Officer/County employee will be allocated thirty (30) minutes of paid time to meet with new employees during the orientation period. Such orientation shall be pre-scheduled with the Department, shall occur during normal work hours, and shall not result in additional compensation.

2.12 ALL OTHER CURRENT PRACTICES IMPLICATING ECONOMIC ISSUES

The County seeks to memorialize all other current practices implicating economic issues that are not addressed herein, and maintain them at current levels throughout the duration of this contract. Language addressing these issues will have to be developed.

ARTICLE 3 – PRACTICES AND PROCEDURES

3.01 GRIEVANCE PROCEDURE

A. Purpose. The parties agree that it is in the best interest of employees and management that all grievances should be resolved promptly and equitably. To this end, relevant and necessary information, materials and documents concerning any grievance shall be provided by the Union and the County upon written request to the other, and provided that the information requested is not legally privileged.

B. Process

1. The following procedure which may be initiated by an employee and/or the Union acting as his/her representative shall be the sole and exclusive means of seeking adjustment settling grievances.

2. Whenever any representative of the Union, or any employee, is scheduled by the parties during his/her working hours to participate in grievance procedures, such employee shall suffer no loss in regular pay or benefits.

C. Definition of Grievance. A grievance is an allegation by an employee or the Union that there has been:

1. A contractual violation, defined as a breach, or misinterpretation or improper application of the specific and express written terms of this Agreement.

2. A non-contractual violation, defined as an arbitrary or discriminatory application of, or failure to act pursuant to, the policies of the County of Atlantic relating to terms and conditions of employment.

D. Preliminary Informal Procedure. An employee may orally present and discuss a grievance with his/her immediate supervisor on an informal basis. At the employee's option, he/she may request the presence of a Union representative.

Should an informal discussion not produce a satisfactory settlement, the grievant may move the grievance to the first formal step.

E. Formal Steps.

1. Step One. The grievant employee, through the Union Steward, shall submit the grievance within ten (10) working days of its occurrence to the Director of Nursing or their authorized designee. Upon proper presentation of the grievance, the Director of Nursing or authorized representative shall then attempt to adjust the matter, and shall respond to the Union Steward within ten (10) working days. Failure to act within ten (10) working days by the County shall be deemed to be a denial.

2. Step Two. Department Head - If the grievance has not been settled at Step One, it shall be presented in writing by the Union Steward to the employee's Department Head within five (5) working days after the response of the Director of Nursing or authorized representative is due. The Department Head shall respond within seven (7) working days. Failure to act within seven (7) working days by the County shall be deemed to constitute a denial of the grievance.

3. Step Three. County Designee - If the grievance still remains unsettled, the Union Steward may, within five (5) working days from the date on which the Department Head's response was due, forward the grievance to the County Designee, or authorized representative. The County Designee, or the authorized representative, will meet with the Business Representative within ten (10) working days of receiving the request in an effort to resolve the grievance and shall respond within ten (10) working days after meeting with the Business Representative. If the decision of the County Designee does not resolve the matter, then, within fifteen (15) working days of the date of the Designee's response, or the date by which such response was due, and only if the grievance alleges a contractual violation, the Union may move the matter to arbitration. A request to proceed to arbitration must be made within the aforesaid fifteen (15) working day period. Failure to comply with the requirements of this Grievance section shall constitute a bar to such arbitration, unless the Union and the County mutually agree in writing to an extension of said period.

F. Arbitration.

1. When a matter has been submitted to arbitration, an arbitrator shall be selected by a timely filing with the Public Employment Relations Commission

2. However, no arbitration hearing may be scheduled sooner than thirty (30) days after the final decision of the County.

3. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from, or alter in any way the specific and express written provision of this Agreement or any amendment or supplement thereto. The arbitrator shall have no authority to interpret any law, court decision or statute of this State or of the United States in rendering any determination.

4. The cost of the services of the arbitrator will be shared equally between the Union and the County of Atlantic. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

G. The time limits outlined above may be extended or waived by mutual consent in writing. All time limits herein specified shall be deemed to be exclusive of Saturdays, Sundays and legal holidays.

3.02 DISCIPLINE

The Employer shall not demote, suspend or discharge any non-probationary employee without just cause. An employee may appeal a demotion, suspension, or discharge at the third step of the grievance procedure, proceeding to include a hearing when disciplinary action involves discharge, suspension of more than five (5) days. In the event any employee elects to pursue Department of Personnel remedies, it shall be deemed a waiver of any right to proceed under the grievance procedure. An employee who is required to attend a disciplinary interview shall be entitled to have a Union representative present at such interview. If the employee declines a Union representative the employee must waive that right in writing. The Union shall be notified within one (1) working day following any demotion, suspension or discharge by the Employer, in writing. Discipline will be done in progressive steps unless the severity of the infraction requires otherwise. Discipline, resolution or corrective action shall be in accordance with applicable laws, rules, and regulations of the State of New Jersey.

The Employer will discipline employees in such a manner so as to not embarrass the employee before the public or other employees, unless the severity of the infraction requires immediate action.

Discipline shall occur consistent with the laws, rules, regulations, and case law of the State of New Jersey, including but not limited to requirements of the New Jersey Civil Service Commission.

3.03 ASSIGNMENTS

All shifts within the bargaining unit shall be performed by members of the bargaining unit. If a shift is vacant, the Employer shall offer it to each member of the bargaining unit based upon seniority, on a rotating basis. If no member of the bargaining unit is available or willing to accept the shift assignment, the Employer may offer the shift to a non-bargaining unit employee. If the Employer cannot fill the shift through voluntary offerings to members or non-members of the bargaining unit, it can mandate bargaining unit employees to fill the vacant shift by going through a rotating list of employees, and the list shall be initiated based on inverse seniority.

3.04 SENIORITY

A. In all cases of demotions, recall, vacation schedules and choice of shifts in a continuous operation and disadvantages are concerned, an employee with the greatest amount of seniority in the bargaining unit shall be given preference, provided he/she has the ability to perform the work involved in the job title.

B. The following shall constitute a break in service: resignation, separation for just cause, retirement, absence without leave for five (5) consecutive working days, failure to report after leave, and acceptance of other permanent employment while on leave.

3.05 POSITION CLASSIFICATION

A. If an employee considers his/her permanent position to be improperly classified, the employee may, through the Department Head, process an appeal for a desk audit of his/her position with the New Jersey Civil Service Commission.

B. The Union recognizes the right of the Employer to direct its working forces, which includes the assignment of work to individual employees, and it further recognizes that such assignments may include work outside an employee's classification. However, it is understood that such assignment outside of classification shall be made in a manner consistent with the Employer's parameters of the New Jersey Civil Service Commission Code, provided such functions are within the realm of nursing practice.

C. An employee shall be compensated at the rate of pay for his/her own classification while performing work of a lower compensated occupation.

3.06 LAYOFFS

A. Layoffs, if required during the term of this Agreement, will be accomplished as specifically provided by the laws, rules, regulations and case law of the State of New Jersey, including but not limited to requirements of the New Jersey Civil Service Commission and N.J.A.C. 4A:8-1, et seq.

B. The appointing authority may lay off an employee in the classified service for purposes of efficiency or economy or other valid reason requiring a reduction of employees in a given class.

C. No permanent employees shall be laid off until all emergency, temporary and provisional employees and all probationers who are serving their working test period holding positions in the same class in the organization are separated; nor shall a permanent employee be laid off except in accordance with the procedure prescribed by New Jersey Civil Service Commission.

D. Whenever possible, such employees shall be demoted in lieu of layoff to some lesser office or position in the same organizational unit as determined by the Chief Examiner and Secretary.

E. Notice of Layoff or Demotion (N.J.A.C. 4A:8-1.6).

1. No permanent employee in the classified service or employee serving a working test period after regular appointment shall be laid off or demoted in lieu of layoff until he/she shall have been given notice in writing, personally or by certified mail, of the date upon which he/she will be laid off or demoted and the reason for the action. Such notice shall be served at least forty-five (45) days before the layoff or demotion becomes effective, and a copy of such notice must be sent to the New Jersey Civil Service Commission at the same time.

2. An employee who shall be laid off or demoted in lieu of layoff shall have the right of appeal to the New Jersey Civil Service Commission, provided such appeal is received by the New Jersey Civil Service Commission within twenty (20) days after the date of receipt of notice. (4A:8-2.6)

3.07 NO STRIKE OR LOCKOUT

A. The Union agrees that it will refrain from any strike, work stoppage, slowdown, or other job action, and will not condone or support any such job action.

B. The County agrees that it will refrain from locking out its employees or from any threat thereof.

C. The Union agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his/her position, or stoppage of work or abstinence, in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout, or other action which interferes with the full and complete normal operations of the Employer.

D. In the event of a strike, slowdown, or walkout, or job action during the term of this agreement, it is covenanted and agreed that participation shall be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the rights afforded permanent personnel under the New Jersey Civil Service Commission.

E. Upon credible notice from the Employer of such action, the Union will actively discourage, and will take whatever affirmative steps are necessary to prevent or terminate, any strike, work stoppage, slowdown, and walkout which interfere with the full and complete normal operations of the Employer.

3.08 PERSONNEL PRACTICES

A. The personnel practices of the County will address the specific terms of this Agreement, the Administrative Code, Federal Law and Regulation and Title II of the New Jersey State Statute, as amended.

B. Each new employee will be given an employee handbook and an orientation to assist him/her in the performance of his/her duties. Departmental policies issued during the term of this Agreement will be individually provided to employees. It is the responsibility of each employee to know the operational policies of the organization, and failure to know and understand these policies will not be considered valid reason for actions and/or omissions in violation of same, provided the County distributes such policy prior to the effective date thereof.

C. A planned orientation program under the responsibility and direction of the Employer will be instituted. The County will assure that new nurses receive adequate orientation to the health care facility, including specific orientation programs, clinical areas and individual responsibilities. Newly hired SON's will work a minimum of two weeks in an orientation program, with assessment at the end of the two week period to determine if additional training or orientation time is needed.

D. The County will promote the concept of upward mobility and in-house promotion, to the extent feasible under New Jersey Civil Service Commission rules and regulations, by posting available job opportunities on the HR bulletin board. Such posting shall be in a conspicuous manner and shall be permitted to remain on the HR bulletin boards for a period of ten (10) working days. Also, notification of such title changes that affect the bargaining unit will be given to the President of the respective Local.

E. Qualified in-house applicants will be afforded the opportunity of an interview, upon their request. The final selection will rest with the hiring/appointing authority in each of these instances, and justification of selection will in no instance be required, except at the written request of the Human Resource Director of the County.

F. An employee has the right of access to the County's official personnel records kept by the Employer or his agents, pertaining to the employee, and the Employer shall permit the employee to respond in writing to any document or instrument contained in said file within six (6) months of its being placed therein. This response shall be attached to the particular document or instrument concerned and be made a permanent part thereof. The Employer agrees to provide to the employee a copy of any document or instrument contained in said file upon the request of the employee. No unsigned document or instrument (except for attendance and time records), nor any document or instrument of unknown or questionable origin, shall be used against any employee in disciplinary matters.

G. All employees hired after the date of this Agreement shall be probationary for a period of ninety (90) days from the date of their commencement of work unless otherwise determined by the Civil Service Commission. During the period of probation, an employee shall have all rights under the Agreement, except the right to the Grievance Procedure.

3.09 EMPLOYEE ASSISTANCE PROGRAM ("EAP")

1. If an employee's work is suffering due to a personal problem, the employee is encouraged to contact the Office of Personnel who, in turn, may refer the employee to persons or places where he/she can receive professional help.

2. The responsibility for contacting the Office of Personnel, and any subsequent referrals for counseling or in-patient or out-patient treatment, is the employee's sole responsibility, and any personal agreement which may be developed between the employee and the Employer for the employee to seek such help for the personal problem in lieu of being disciplined for the prior conduct, will only be binding on the Employer as long as the employee follows all his/her responsibilities under this personal agreement.

3.10 LABOR-MANAGEMENT MEETINGS

A. The Union and the County shall, upon request of either party, establish meetings during the first week of April, July, October and January for the purpose of reviewing the administration of the Agreement and to discuss problems which may arise. These meetings are not intended to by-pass the grievance procedure or to be considered contract negotiating meetings, but are intended as a means of fostering good Employer-employee relations.

B. The request of either party for such a meeting shall include an agenda of topics to be discussed and is to be submitted seven (7) days prior to the meeting date. Sufficient meeting time(s) shall be established to complete the agenda.

C. Additional meetings, as described above, shall be held at the request of either party at a mutually agreeable time.

3.11 SEVERABILITY

Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by such decision, whereupon the parties agree to commence negotiations relative to the invalidated portion.

3.12 DURATION

This Agreement shall be effective as of January 1, 2015 and shall remain in full force and effect until December 31, 2018. In the event this agreement expires without an executed successor agreement, this agreement shall remain in full force and effect with respect to non-economic terms. Upon expiration of this agreement, employees shall remain at their applicable 2018 compensation levels until economic terms are modified by an executed successor agreement. Upon expiration of this agreement, there shall be no change to economic terms and conditions of employment until such terms are modified by an executed and authorized successor agreement.

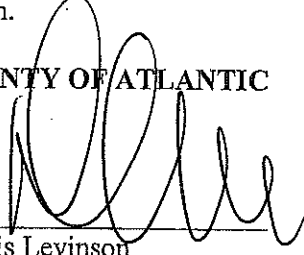
Negotiations for a successor agreement shall begin no later than November 30th, of the year this contract expires.

3.13 FINAL TERMS OF INITIAL CONTRACT BETWEEN THE PARTIES

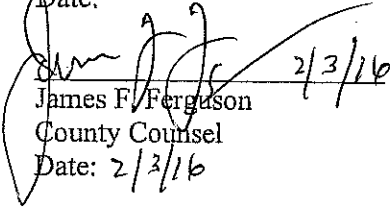
No modification to this Agreement shall occur unless signed by authorized representatives of each Party. To the extent there are past practices, as that term is legally defined in New Jersey case law, that do not contradict this agreement, such practices shall continue.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals the day and year first set forth above, and agree to abide by all the terms and conditions as set forth herein.

COUNTY OF ATLANTIC



Dennis Levinson
County Executive


Date:

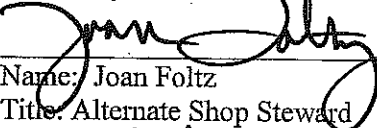

James F. Ferguson
County Counsel

Date: 2/3/16

International Association of Machinists
& Aerospace Workers, AFL-CIO


Name: Daniel Chmelko
Title: DBR - District 1 - IAM&AW
Date: 2/1/2016


Name: Elizabeth Blevins
Title: Shop Steward
Date: 2/1/2016


Name: Joan Foltz
Title: Alternate Shop Steward
Date: 2/1/2016

APPENDIX A

HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE (PERCENTAGE OF PREMIUM)*

Salary Range	Year 1	Year 2	Year 3	Year 4
less than 20,000	1.13%	2.25%	3.38%	4.50%
20,000-24,999.99	1.38%	2.75%	4.13%	5.50%
25,000-29,999.99	1.88%	3.75%	5.63%	7.50%
30,000-34,999.99	2.50%	5.00%	7.50%	10.00%
35,000-39,999.99	2.75%	5.50%	8.25%	11.00%
40,000-44,999.99	3.00%	6.00%	9.00%	12.00%
45,000-49,999.99	3.50%	7.00%	10.50%	14.00%
50,000-54,999.99	5.00%	10.00%	15.00%	20.00%
55,000-59,999.99	5.75%	11.50%	17.25%	23.00%
60,000-64,999.99	6.75%	13.50%	20.25%	27.00%
65,000-69,999.99	7.25%	14.50%	21.75%	29.00%
70,000-74,999.99	8.00%	16.00%	24.00%	32.00%
75,000-79,999.99	8.25%	16.50%	24.75%	33.00%
80,000-94,999.99	8.50%	17.00%	25.50%	34.00%
95,000 and over	8.75%	17.50%	26.25%	35.00%

*Member contribution is a minimum of 1.5% of base salary towards Health Benefits

(Charts are continued on next page)

**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE
(PERCENTAGE OF PREMIUM)***

Salary Range	Year 1	Year 2	Year 3	Year 4
less than 25,000	0.75%	1.50%	2.25%	3.00%
25,000-29,999.99	1.00%	2.00%	3.00%	4.00%
30,000-34,999.99	1.25%	2.50%	3.75%	5.00%
35,000-39,999.99	1.50%	3.00%	4.50%	6.00%
40,000-44,999.99	1.75%	3.50%	5.25%	7.00%
45,000-49,999.99	2.25%	4.50%	6.75%	9.00%
50,000-54,999.99	3.00%	6.00%	9.00%	12.00%
55,000-59,999.99	3.50%	7.00%	10.50%	14.00%
60,000-64,999.99	4.25%	8.50%	12.75%	17.00%
65,000-69,999.99	4.75%	9.50%	14.25%	19.00%
70,000-74,999.99	5.50%	11.00%	16.50%	22.00%
75,000-79,999.99	5.75%	11.50%	17.25%	23.00%
80,000-84,999.99	6.00%	12.00%	18.00%	24.00%
85,000-89,999.99	6.50%	13.00%	19.50%	26.00%
90,000-94,999.99	7.00%	14.00%	21.00%	28.00%
95,000-99,999.99	7.25%	14.50%	21.75%	29.00%
100,000-109,999.99	8.00%	16.00%	24.00%	32.00%
110,000 and over	8.75%	17.50%	26.25%	35.00%

**HEALTH BENEFITS CONTRIBUTION FOR MEMBER/SPOUSE/PARTNER;
PARENT/CHILD COVERAGE (PERCENTAGE OF PREMIUM)***

Salary Range	Year 1	Year 2	Year 3	Year 4
less than 25,000	0.88%	1.75%	2.63%	3.50%
25,000-29,999.99	1.13%	2.25%	3.38%	4.50%
30,000-34,999.99	1.50%	3.00%	4.50%	6.00%
35,000-39,999.99	1.75%	3.50%	5.25%	7.00%
40,000-44,999.99	2.00%	4.00%	6.00%	8.00%
45,000-49,999.99	2.50%	5.00%	7.50%	10.00%
50,000-54,999.99	3.75%	7.50%	11.25%	15.00%
55,000-59,999.99	4.25%	8.50%	12.75%	17.00%
60,000-64,999.99	5.25%	10.50%	15.75%	21.00%
65,000-69,999.99	5.75%	11.50%	17.25%	23.00%
70,000-74,999.99	6.50%	13.00%	19.50%	26.00%
75,000-79,999.99	6.75%	13.50%	20.25%	27.00%
80,000-84,999.99	7.00%	14.00%	21.00%	28.00%
85,000-99,999.99	7.50%	15.00%	22.50%	30.00%
100,000 and over	8.75%	17.50%	26.25%	35.00%

*Member contribution is a minimum of 1.5% of base salary towards Health Benefits